

## § 532.261

### § 532.261 Special wage schedules for leader and supervisory schedules for leader and supervisory wage employees in the Puerto Rico wage area.

(a) The Department of Defense shall establish special wage schedules for leader and supervisory wage employees in the Puerto Rico wage area.

(b) The step 2 rate for each grade of the leader wage schedule shall be equal to 120 percent of the rate for step 2 of the corresponding grade of the non-supervisory regular wage schedule for the Puerto Rico wage area.

(c) The step 2 rate for the supervisory wage schedule shall be:

(1) For grades WS-1 through WS-10, equal to the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the Puerto Rico wage area, plus 60 percent of the rate for step 2 of WG-10;

(2) For grades WS-11 through WS-18, the second rate of WS-10 plus 5, 11.5, 19.6, 29.2, 40.3, 52.9, 67.1, and 82.8 percent, respectively, of the difference between the step 2 rates of WS-10 and WS-19; and

(3) For grade WS-19, the third rate in effect for General Schedule grade GS-14 at the time of the area wage schedule adjustment. The WS-19 rate shall include any cost of living allowance payable for the area under 5 U.S.C. 5941.

(d) Step rates shall be developed by using the formula established in § 532.203 of this subpart.

[55 FR 46144, Nov. 1, 1990]

### § 532.263 Special wage schedules for production facilitating positions.

(a) The lead agency in each FWS wage area shall establish special non-supervisory and supervisory production facilitating wage schedules for employees properly allocable to production facilitating positions under applicable Federal Wage System job grading standards.

(b) Nonsupervisory schedules shall have 11 pay levels, and supervisory schedules shall have 9 pay levels.

(c) Pay levels and rates of pay for nonsupervisory (WD) schedules and supervisory (WN) schedules shall be identical to the pay levels and rates of pay for the corresponding grades on the

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local FWS regular supervisory wage schedule. Pay levels shall be determined in accordance with the following table:

	WN supervisory level	WS grade
WD nonsupervisory Level:		
1 .....	1	3
2 .....	2	4
3 .....	3	5
4 .....	4	6
5 .....	5	7
6 .....	6	8
7 .....	7	9
8 .....	8	10
9 .....	9	11
10 .....	10	12
11 .....	11	13
	12	14
	13	15

(d) Special production facilitating wage schedules shall be effective on the same date as the regular wage schedules in the FWS wage area.

[55 FR 46144, Nov. 1, 1990]

### § 532.265 Special wage schedules for apprentices and shop trainees.

(a) Agencies may establish special wage schedules for apprentices and shop trainees who are included in:

(1) Formal apprenticeship programs involving training for journeyman level duties in occupations that are recognized as apprenticeable by the Bureau of Apprenticeship and Training, U.S. Department of Labor; or

(2) Formal shop trainee programs involving training for journeyman level duties in nonapprenticeable occupations that require specialized trade or craft skill and knowledge.

(b) Special schedules shall consist of a single wage rate for each training period. Wage rates shall be determined as follows:

(1) Rates shall be based on the current second step rate of the target journeyman grade level on the regular nonsupervisory wage schedule for the area where the apprentice or trainee is employed.

(2) The entrance rate shall be computed at 65 percent of the journeyman level, step 2, rate, or the WG-1, step 1, rate, whichever is greater.

(3) When the WG-1, step 1, rate is used, the apprentice rate shall be increased by a minimum of 5 cents per

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hour for each succeeding increment interval until the rate obtained by this method equals the rate computed under the formula. No increase shall be less than 5 cents per hour.

(c) Advancement to higher increments shall be at 26-week intervals, regardless of the total length of the training period. Intermediate rates shall be established by subtracting the entrance rate from the journeyman level, step 2 rate, and dividing the difference by the number of 26-week periods of the particular training term. The resulting quotient equals the increment for each succeeding rate.

(d) Agencies may hire at advanced rates or accelerate progression through scheduled wage rates if prescribed by approved agency training standards or programs.

(e) If the employee is promoted to the target job or to a job at the same grade level, the promotion shall be to the second step rate. If the employee is assigned to a job at a grade level that is less than the grade level of the target

job, existing pay fixing rules shall be followed.

[55 FR 46144, Nov. 1, 1990]

### § 532.267 Special wage schedules for aircraft, electronic, and optical instrument overhaul and repair positions in Puerto Rico.

(a) The Department of Defense shall conduct special industry surveys and establish special wage schedules for wage employees in Puerto Rico whose primary duties involve the performance of work related to aircraft, electronic equipment, and optical instrument overhaul and repair.

(b) Except as provided in this section, regular appropriated fund wage survey and wage-setting procedures are applicable.

(c) Special survey specifications are as follows:

(1) Surveys must, at a minimum, include the air transportation and electronics industries in the following North American Industry Classification System (NAICS) codes:

2007 NAICS codes	2007 NAICS industry titles
3341 .....	Computer and peripheral equipment manufacturing.
33422 .....	Radio and television broadcasting and wireless communications equipment manufacturing.
33429 .....	Other communications equipment manufacturing.
3343 .....	Audio and video equipment manufacturing.
334412 .....	Bare printed circuit board manufacturing.
334413 .....	Semiconductor and related device manufacturing.
334418 .....	Printed circuit assembly (electronic assembly) manufacturing.
334419 .....	Other electronic component manufacturing.
334511 .....	Search, detection, navigation, guidance, aeronautical, and nautical system and instrument manufacturing.
334515 .....	Instrument manufacturing for measuring and testing electricity and electrical signals.
334613 .....	Magnetic and optical recording media manufacturing.
42342 .....	Office equipment merchant wholesalers.
42343 .....	Computer and computer peripheral equipment and software merchant wholesalers.
4811 .....	Scheduled air transportation.
4812 .....	Nonscheduled air transportation.
4879 .....	Scenic and sightseeing transportation, other.
4881 .....	Support activities for air transportation.
4921 .....	Couriers.
56172 .....	Janitorial services.
62191 .....	Ambulance services.
81142 .....	Reupholstery and furniture repair.

(2) Surveys shall cover all establishments in the surveyed industries.

(3) Surveys shall, as a minimum, include all the following jobs:

Job titles	Job grades
Aircraft Cleaner .....	3
Fleet Service Worker .....	5
Aircraft Mechanic .....	10
Industrial Electronic Controls Repairer .....	10

Job titles	Job grades
Aircraft Instrument Mechanic .....	11
Electronic Test Equipment Repairer .....	11
Electronics Mechanic .....	11
Electronic Computer Mechanic .....	11
Television Station Mechanic .....	11